

DALLAS CAMPUS INCENTIVE PROGRAM

Opt-In Agreement - 2007-2008

Program Overview

This notice is to inform all teachers about the eligibility to receive incentive awards through the Dallas Campus Incentive Program. All full-time teachers have an opportunity to receive an incentive bonus if their campus meets a certain level of improvement in student performance. The school-level award is measured by the School Effectiveness Index (SEI). In addition, teachers who teach a course with a CEI are also eligible for a classroom-level incentive award. All classroom-level awards are measured by the Classroom Effectiveness Index (CEI). For more information on SEI and CEI calculations, please contact the Evaluation and Accountability department.

Pilot Year 2007-2008

For the 2007-2008 pilot school year, teachers who opt in to the program will be allowed to opt out of the program in the subsequent school year.

Eligibility Criteria

1. Full-time teachers and other campus employees in the pilot schools.
2. Teachers and other campus employees with over 95% attendance rates.
3. Teachers and other campus employees who are eligible for salary increase according to Board policy. For teachers, the DNA(LOCAL) Board policy states, *"In order to receive a salary increase, a teacher must not be evaluated "below expectations" in three or more domains, or one "below" and one "unsatisfactory" in one or more domains."*
4. Employment status at the time of incentive distribution will affect the eligibility to receive incentive funds as follows:

Employment status at the time of incentive distribution	Eligible for Incentive
Teacher / Campus Employee is employed in Dallas ISD (excluding retire/rehires)	Yes
Teacher / Campus Employee is retired	No
Teacher / Campus Employee is resigned or terminated	No
Teacher / Campus Employee works in another school district	No

Appeals Process

All appeals regarding the classroom-level and school-level awards are handled by a Superintendent designated committee. The Superintendent designated committee will serve as a permanent committee to review and resolve any issues resulting from the implementation of the incentive program. The committee's decisions are considered final unless overturned by the Superintendent of Schools within 15 calendar days of the committee's decision. The existing CEI appeal processes will be used to address any issues related to CEI calculations. All other information regarding the appeals process will be located in the *Incentive Manual*.

***** FOR TEACHERS ONLY *****

Evaluation Requirements

1. All teachers must have annual PDAS evaluations in order to qualify for the incentive. Any teacher who is eligible for fewer-than-annual evaluations or is exempt from being evaluated should provide a written notice to his or her administrator requesting an evaluation for the 2007-2008 school year.
2. As part of the annual evaluation, teachers must agree to a minimum of two classroom observations in order to be eligible for the classroom-level award. All applicable PDAS rules and procedures will be observed. Multiple classroom observations must be conducted according to the existing board policy DNA(LEGAL).

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Please enter the information below

Name: _____ Employee ID: _____

School: _____ TEA #: _____

Job Title: _____

1. I have read and understand the contents of the Dallas Campus Incentive Program – Opt-In Agreement 2007-2008.
2. I understand that these are eligibility criteria and I agree to all of the evaluation requirements in order to be eligible to receive incentives.
3. I knowingly and voluntarily opt into the Dallas Campus Incentive Program.

Signature

Date